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SEP 26 2013



MEMORANDUM

DATE: September 23, 2013

TO: Mayor and Council

THRU: Rich Dlugas, City Manager *RD*
Debra Stapleton, Director of Human Resources Division *DS*

FROM: Valerie F. Hernandez, Benefit Programs Manager *VFH*

SUBJECT: Recommendation for Approval of 2014 Statutorily Required and Self-administered Employee Benefits

RECOMMENDATION: Approve and authorize the Mayor and Council to approve the administration of statutorily and self-administered City benefit programs to include cancer insurance, retirement for civilian, public safety and elected officials, and long term disability.

BACKGROUND: City staff reviews the employee benefits package each year with the assistance of an employee benefits consulting firm. The following employee benefits are required statutorily or are a designated self-administered City benefit:

<u>Coverage</u>	<u>Provider</u>	<u>Paid by</u>
• Cancer Insurance – Fire Fighters and Police Officers	Public Safety Retirement System	City
• Retirement Plan – Civilian	Arizona State Retirement System	City/Employee
• Retirement Plan – Public Safety	Public Safety Retirement System	City/Employee

- Retirement Plan – Elected Officials Elected Officials Retirement Plan City/Employee
- Long Term Disability – Civilian Arizona State Retirement System City/Employee

PROPOSED MOTION: Move to approve and authorize the Mayor and Council to approve the administration of statutorily and self-administered City benefit programs to include cancer insurance, retirement for civilian, public safety and elected officials, and long term disability.